

# Ordinance No. 00348

[City Council meeting minutes of Jun 21 04](#)

## ORDINANCE NO. 348

AN ORDINANCE of the City Council of the City of Lakewood, Washington, amending the payment of accrued and unused combination leave hours at the time of separation of employment established in Ordinance No. 95.

WHEREAS, in connection with the incorporation of the City of Lakewood, and the commencement of municipal functions by the City of Lakewood, a number of employees have been hired by the City, pursuant to and following extensive recruitment programs designed to bring quality and capable employees to the City to perform functions for and on behalf of the City of Lakewood; and,

WHEREAS, in keeping with the need to provide for the hiring of capable employees and retaining such employees, it is appropriate that the City Council provide for certain employee benefits in consideration of those commonly found in the market place.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LAKEWOOD, WASHINGTON, DO ORDAIN as Follows:

Section 1. That the Combination Leave components of the City of Lakewood employee benefit programs, established by Ordinance No. 95, adopted October 7, 1996, are hereby amended as follows:

### C. Combined Leave

Combined Leave, along with Major Medical Leave, is available to employees of the City as an alternative option to Vacation Leave - Standard Form and Sick Leave - Standard Form. Full-time regular employees who select the ?Combined Leave - Major Medical Leave? option, and employees hired after the effective date of this Ordinance, shall accrue Combined Leave at the following rates based on the number of years of employment with the City, including during the probationary period, as follows:

During the first year	15 days of leave per year
After the 1 <sup>st</sup> year thru 2 years	16 days of leave per year
After the 2 <sup>nd</sup> year thru 4 years	17 days of leave per year
After the 4 <sup>th</sup> year thru 9 years	19 days of leave per year
After the 9 <sup>th</sup> year thru 14 years	21days of leave per year
After the 14 <sup>th</sup> year thru 20 years	23days of leave per year
After 20 years	29days of leave per year

Any unused Combined Leave shall be accumulated for succeeding years, however the maximum accrual amount shall not exceed two times the amount of Combined Leave that the employee accrues per year at his/her current accrual rate. The City Manager or designee is authorized to administer the Combined Leave.

Upon death, retirement or termination of employment, an employee (or deceased employee's beneficiary) shall receive payment equal to 75% (employee's with a minimum of three years of service shall receive 90% 100%) of such employee's then accrued and unused Combined Leave hours at the employee's last hourly rate of pay, not to exceed 75% of two times the amount of Combined Leave that the employee accrued per year at the employee's last yearly rate of pay.

Section 2. That the provisions of this Ordinance supersede and replace all prior Ordinances providing for employee compensation and leave insofar as they may be inconsistent herewith.

Section 3. If any portion of this Ordinance or its application to any person or circumstances is held invalid, the remainder of the Ordinance or the application of the provision to other persons or circumstances shall not be affected.

Section 4. That this Ordinance shall be in full force and effect five (5) days after publication of the Ordinance Summary.

ADOPTED by the City Council 21<sup>st</sup> day of June, 2004.

CITY OF LAKEWOOD

Attest:

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Douglas G. Richardson, Mayor

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Alice M. Bush, CMC, City Clerk

Approved as to Form:

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Heidi Ann Wachter, City Attorney